

# memorandum

Albuquerque Operations Office

DATE: August 1, 2002

REPLY TO  
ATTN OF: CHRB/OMOC

SUBJECT: Service Contract Act Wage Determination Changes

TO: Yolanda Alarid, OLASO  
John Hernandez, LANL, Bus-5, D442  
Adolph Bachicha, SNL, 10217, MS 0200  
Jerry Wienberg, OKCSO  
Anthony Lovato, OLASO  
Steve Miller, BWXT Procurement

Mark Padilla, OASO  
Jose Legarreta, WID, Procurement  
Ken Downs, AS, Dept. 623/OC42  
David Nienow, OCP  
Vicki Cruz, OKSO  
Barbara Smith, Carlsbad Field Office

Attached is a copy of the Department of Labor's All Agency Memorandum No. 195, dated May 17, 2002. This memorandum notifies federal contracting agencies of the change in the level of health and welfare (H&W) contributions applicable to most contracts subject to the Service Contract Act (SCA), effective June 1, 2002. A pen and ink change should be made to your current Blanket Wage Determination.

Please ensure that copies of the attachment are made available to all your co-workers who work with Service Contract Act covered contracts. If you have any questions, please call me at (505) 845-4222.



Roberto A. Archuleta  
Industrial Relations Specialist  
Contractor Human Resources Branch  
Office of Management & Operating Contracts

Attachment



May 17, 2002

ALL AGENCY MEMORANDUM NUMBER 195

TO: All Contracting Agencies of the Federal Government and Contracting  
Agencies of the District of Columbia

FROM:   
Tammy D. McCutchen  
Administrator

SUBJECT: Service Contract Act Health and Welfare Fringe Benefit Changes.

In accordance with the requirements of Section 4.52 of Regulations, 29 CFR Part 4, the prevailing health and welfare fringe benefits issued under the McNamara O'Hara Service Contract Act (SCA) will be increased on June 1, 2002. As prescribed by the Regulations the new benefit rate is derived from the latest Bureau of Labor Statistics Employment Cost Index (ECI) summary of Employer Cost for Employee Compensation. Effective June 1, 2002 the new SCA health and welfare benefit rate will be \$2.15 per hour or \$86.00 per week or \$372.87 per month.

**Solicitation/Contracts Affected**

All Invitation for Bids opened, or other service contracts awarded on or after June 1, 2002 must include an updated SCA wage determination (WD) issued in accordance with the regulatory health and welfare fringe benefit determination methodology. Contracting agencies may make pen and ink changes to their current WD if received for contracts beginning on or after June 1, and for which the updated health and welfare rates were not included. It is not required that contracting agencies request a revised WD for only a health and welfare rate change. Contracts with wage determinations currently requiring health and welfare benefits costing an average of \$2.56 per hour are not affected by this change.

**Wage Determinations for the State of Hawaii**

Under Section 2(a)(2) of the Service Contract Act, fringe benefit payments that are required by state law may not be used to satisfy the employer's fringe benefit obligations. In Hawaii, most employers are required by law to provide health insurance coverage for their employees. Therefore, employer contributions that are made to satisfy the employer's obligations under the Hawaii mandated prepaid Health Care Act may not be credited toward meeting the contractor's obligations under SCA. The SCA WD's have addressed this issue in the past by excluding the health insurance portion. Currently, most Hawaii WD's specify a health and welfare benefit amount of \$.93 per hour.

Consistent with past practices, and in recognition of the fact that Hawaii law requires employers to provide health care coverage for most employees, the SCA WD's for Hawaii will continue to exclude the health insurance portion of the benefits for all employees on whose behalf the employer provides benefits pursuant to the Health Care Act. However, all employers are not required to make and, in fact, do not make contributions for certain employees under the Hawaii law. If this is the case, then the reduced fringe benefit level is not appropriate for these employees.

Therefore, effective June 1, 2002 the new SCA health and welfare fringe benefit level for Hawaii will be \$.99 per hour, or \$ 39.60 per week, or \$ 171.60 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii Health Care Act, the new health and welfare benefit rate will be \$2.15 per hour. For information regarding the Hawaii's prepaid Health Care Act please contact the Hawaii Employer's Council, Post Office Box 29699, Honolulu, Hawaii 96820-2099, telephone number 1-800-836-1511.

United States Government

Department of Energy

Albuquerque Operations Office

# memorandum

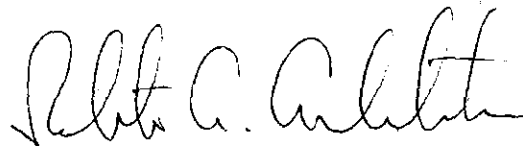
DATE: **MAY 16 2002**

REPLY TO:  
ATTN OF: MOCD:CHRB:RAA

SUBJECT: SCA Blanket Wage Determination

TO: Victoria Cruz, OKSO  
Adolfo Bachicha, SNL MS-0202 (10217)  
Yolanda Alarid, OLASO  
John Hernandez, LANL, BUS-5, MS P274  
~~Joyce Sullivan, LANL, BUS-5, MS P221~~  
Don Garcia, OCP  
Dave Nienow, OCP

Wage determinations number 94-2361 revision (18) and 1969-0115 revision (29) are enclosed. The wage determinations were issued by the US Department of Labor for our use under the blanket wage determination program for the period June 13, 2002 through June 12, 2003. Please note that wage determination 1969-0015 revision (29) is only applicable to forestry and land management services. Some of this type of work was performed at LANL the last couple of years. If you have any questions related to the blanket wage determination program, please call me at 845-4222.



Roberto A. Archuleta  
Contractor Human Resources Branch  
Office of Management and Operating Contracts

|  |   |  |  |
|--|---|--|--|
| <p>STANDARD FORM 98<br/>Rev. Feb. 1973<br/>U.S. DEPARTMENT OF LABOR<br/>EMPLOYMENT STANDARDS<br/>ADMINISTRATION</p>  | <p>NOTICE OF INTENTION TO MAKE<br/>A SERVICE CONTRACT AND RESPONSE TO NOTICE<br/>(See Instructions on Reverse)</p>                                | <p>1. NOTICE NO.<br/><b>A</b> 1804431</p>  |  |
| <p>MAIL TO:</p> <p>Administrator<br/>Wage and Hour Division<br/>U.S. Department of Labor<br/>Washington, D.C. 20210</p>  | 2. Estimated solicitation date (use numerals)   |  |  |
|  | Month 06<br>06  | Day 13<br>12   |  |
|  | Year 2002<br>2003   |  |  |
|  | 3. Estimated date bids or proposals to be opened or negotiations begun (use numerals)   |  |  |
| Month 06<br>06   | Day 13<br>12  | Year 2002<br>2003  |  |
| 4. Date contract performance to begin (use numerals)   |   |  |  |
| Month 06<br>06   | Day 13<br>12  | Year 2002<br>2003  |  |
| <p>5. PLACE(S) OF PERFORMANCE</p> <p>Albuquerque, NM<br/>Bernalillo County<br/>Los Alamos, NM<br/>Los Alamos, NM</p>   | <p>6. SERVICES TO BE PERFORMED (describe)</p> <p>Services to be performed are described in worksheets attached to this notice.</p> <p>Nm Food</p> |  |  |
| 7. INFORMATION ABOUT PERFORMANCE   |   |  |  |
| A. <input checked="" type="checkbox"/> Services now performed by a contractor  |   | B. <input type="checkbox"/> Services now performed by Federal employees  |  |
| C. <input type="checkbox"/> Services not presently being performed   |   |  |  |
| 8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE   |   |  |  |
| a. Name and address of incumbent contractor  | b. Number(s) of any wage determination(s) in incumbent's contract   |  |  |
| Blanket Wage Determination   | Wage determinations are indicated in the attached worksheets.   |  |  |
| See Attached   |   |  |  |
| c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). Important: Attach copies of current applicable collective bargaining agreements |   | <p>RESPONSE TO NOTICE<br/>(by Department of Labor)</p> <p>A. <input checked="" type="checkbox"/> The attached wage determination(s) listed below apply to procurement.<br/><u>See Attachment</u></p> <p>B. <input type="checkbox"/> As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.</p> <p>C. <input type="checkbox"/> From information supplied, the Service Contract Act does not apply (see attached explanation).</p> <p>D. <input type="checkbox"/> Notice returned for additional information (see attached explanation).</p> |  |
| 9. OFFICIAL SUBMITTING NOTICE  |   |  |  |
| SIGNED: Roberto A. Archuleta<br>Regional Blanket Coordinator   | DATE 4/11/02  |  |  |
| TYPE OR PRINT NAME <u>Roberto A. Archuleta</u>   | TELEPHONE NO. (505) 845-4222  |  |  |
| 10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.                                   |   | <p>Signed: <u>Christopher Russell</u><br/>MAY - 7 2002 (U.S. Department of Labor)<br/>(Date)</p>   |  |
| Roberto A. Archuleta<br>U.S. Dept. of Energy<br>Bldg. 392, CHRB/OMOC<br>P.O. Box 5400<br>Albuquerque, NM 87185-5400  |   |  |  |

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1969-0115  
Revision No.: 29  
Date of Last Revision: 05/31/2001

State: New Mexico  
Area: New Mexico Statewide

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

Employed on contracts for forestry and land management services.

| OCCUPATION TITLE                          | MINIMUM WAGE RATE |
|---|-------------------|
| Brush/Precommercial Thinner               | 9.77              |
| Choker Setter                             | 9.24              |
| Faller/Bucker                             | 11.85             |
| Fire Lookout                              | 9.77              |
| Forestry Equipment Operator               | 13.16             |
| Forestry Technician                       | 9.77              |
| Forestry Truckdriver                      | 15.54             |
| Forestry/Logging Heavy Equipment Operator | 15.54             |
| General Forestry Laborer                  | 8.68              |
| Nursery Specialist                        | 13.54             |
| Slash Piler/Burner                        | 9.77              |
| Tree Climber                              | 10.93             |
| Tree Planter                              | 7.98              |
| Tree Planter, Mechanical                  | 7.98              |

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.02 an hour or \$80.80 a week or \$350.13 a month.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms

without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2361  
Revision No.: 18  
Date of Last Revision: 03/19/2002

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

**\*\* Fringe Benefits Required Follow the Occupational Listing \*\***

**OCCUPATION TITLE**

**MINIMUM WAGE RATE**

**Administrative Support and Clerical Occupations**

|                                      |       |
|--------------------------------------|-------|
| Accounting Clerk I                   | 8.48  |
| Accounting Clerk II                  | 9.76  |
| Accounting Clerk III                 | 12.23 |
| Accounting Clerk IV                  | 15.51 |
| Court Reporter                       | 11.55 |
| Dispatcher, Motor Vehicle            | 11.55 |
| Document Preparation Clerk           | 10.91 |
| Duplicating Machine Operator         | 10.91 |
| Film/Tape Librarian                  | 9.14  |
| General Clerk I                      | 7.00  |
| General Clerk II                     | 8.28  |
| General Clerk III                    | 9.50  |
| General Clerk IV                     | 11.02 |
| Housing Referral Assistant           | 14.84 |
| Key Entry Operator I                 | 7.91  |
| Key Entry Operator II                | 9.88  |
| Messenger (Courier)                  | 8.08  |
| Order Clerk I                        | 8.67  |
| Order Clerk II                       | 10.35 |
| Personnel Assistant (Employment) I   | 10.60 |
| Personnel Assistant (Employment) II  | 11.91 |
| Personnel Assistant (Employment) III | 13.16 |
| Personnel Assistant (Employment) IV  | 15.23 |
| Production Control Clerk             | 13.93 |
| Rental Clerk                         | 9.09  |
| Scheduler, Maintenance               | 11.61 |
| Secretary I                          | 11.61 |
| Secretary II                         | 12.83 |
| Secretary III                        | 14.84 |
| Secretary IV                         | 16.85 |
| Secretary V                          | 21.01 |
| Service Order Dispatcher             | 10.45 |

|                                   |       |
|-----------------------------------|-------|
| Stenographer I                    | 10.45 |
| Stenographer II                   | 11.74 |
| Supply Technician                 | 16.85 |
| Survey Worker (Interviewer)       | 10.04 |
| Switchboard Operator-Receptionist | 9.57  |
| Test Examiner                     | 12.83 |
| Test Proctor                      | 12.83 |
| Travel Clerk I                    | 10.38 |
| Travel Clerk II                   | 11.19 |
| Travel Clerk III                  | 11.90 |
| Word Processor I                  | 9.80  |
| Word Processor II                 | 11.02 |
| Word Processor III                | 12.32 |

**Automatic Data Processing Occupations**

|                                  |       |
|----------------------------------|-------|
| Computer Data Librarian          | 10.45 |
| Computer Operator I              | 12.57 |
| Computer Operator II             | 12.80 |
| Computer Operator III            | 16.91 |
| Computer Operator IV             | 18.80 |
| Computer Operator V              | 21.53 |
| Computer Programmer I (1)        | 15.21 |
| Computer Programmer II (1)       | 17.41 |
| Computer Programmer III (1)      | 21.93 |
| Computer Programmer IV (1)       | 26.52 |
| Computer Systems Analyst I (1)   | 17.50 |
| Computer Systems Analyst II (1)  | 22.59 |
| Computer Systems Analyst III (1) | 26.60 |
| Peripheral Equipment Operator    | 12.67 |

**Automotive Service Occupations**

|                                      |       |
|--------------------------------------|-------|
| Automotive Body Repairer, Fiberglass | 15.27 |
| Automotive Glass Installer           | 13.99 |
| Automotive Worker                    | 13.99 |
| Electrician, Automotive              | 16.03 |
| Mobile Equipment Servicer            | 11.94 |
| Motor Equipment Metal Mechanic       | 15.90 |
| Motor Equipment Metal Worker         | 13.99 |
| Motor Vehicle Mechanic               | 16.03 |
| Motor Vehicle Mechanic Helper        | 12.04 |
| Motor Vehicle Upholstery Worker      | 13.99 |
| Motor Vehicle Wrecker                | 13.99 |
| Painter, Automotive                  | 15.20 |
| Radiator Repair Specialist           | 13.99 |
| Tire Repairer                        | 10.94 |
| Transmission Repair Specialist       | 15.90 |

**Food Preparation and Service Occupations**

|       |       |
|-------|-------|
| Baker | 11.12 |
|-------|-------|

|                     |       |
|---------------------|-------|
| Cook I              | 9.75  |
| Cook II             | 11.12 |
| Dishwasher          | 6.65  |
| Food Service Worker | 6.97  |
| Meat Cutter         | 13.77 |
| Waiter/Waitress     | 7.15  |

**Furniture Maintenance and Repair Occupations**

|                             |       |
|-----------------------------|-------|
| Electrostatic Spray Painter | 14.65 |
| Furniture Handler           | 11.32 |
| Furniture Refinisher        | 14.49 |
| Furniture Refinisher Helper | 11.32 |
| Furniture Repairer, Minor   | 13.70 |
| Upholsterer                 | 14.65 |

**General Services and Support Occupations**

|                              |       |
|------------------------------|-------|
| Cleaner, Vehicles            | 7.56  |
| Elevator Operator            | 7.60  |
| Gardener                     | 11.82 |
| House Keeping Aid I          | 6.73  |
| House Keeping Aid II         | 7.76  |
| Janitor                      | 7.60  |
| Laborer, Grounds Maintenance | 8.60  |
| Maid or Houseman             | 6.73  |
| Pest Controller              | 12.02 |
| Refuse Collector             | 7.14  |
| Tractor Operator             | 10.83 |
| Window Cleaner               | 8.75  |

**Health Occupations**

|   |       |
|---|-------|
| Dental Assistant  | 11.27 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 12.33 |
| Licensed Practical Nurse I                                    | 12.90 |
| Licensed Practical Nurse II                                   | 12.90 |
| Licensed Practical Nurse III                                  | 14.43 |
| Medical Assistant   | 10.21 |
| Medical Laboratory Technician                                 | 12.93 |
| Medical Record Clerk  | 11.24 |
| Medical Record Technician                                     | 13.54 |
| Nursing Assistant I   | 8.04  |
| Nursing Assistant II  | 9.04  |
| Nursing Assistant III   | 9.87  |
| Nursing Assistant IV  | 11.07 |
| Pharmacy Technician   | 12.19 |
| Phlebotomist  | 10.65 |
| Registered Nurse I  | 15.04 |
| Registered Nurse II   | 18.40 |
| Registered Nurse II, Specialist                               | 18.40 |
| Registered Nurse III  | 22.27 |

|                                   |       |
|-----------------------------------|-------|
| Registered Nurse III, Anesthetist | 22.27 |
| Registered Nurse IV               | 26.68 |

**Information and Arts Occupations**

|                         |       |
|-------------------------|-------|
| Audiovisual Librarian   | 11.94 |
| Exhibits Specialist I   | 12.68 |
| Exhibits Specialist II  | 15.48 |
| Exhibits Specialist III | 19.37 |
| Illustrator I           | 14.58 |
| Illustrator II          | 17.80 |
| Illustrator III         | 22.28 |
| Librarian               | 16.53 |
| Library Technician      | 10.09 |
| Photographer I          | 12.66 |
| Photographer II         | 14.06 |
| Photographer III        | 17.30 |
| Photographer IV         | 19.37 |
| Photographer V          | 23.43 |

**Laundry, Dry Cleaning, Pressing and Related Occupations**

|  |      |
|--|------|
| Assembler                                  | 6.70 |
| Counter Attendant                          | 6.53 |
| Dry Cleaner                                | 7.51 |
| Finisher, Flatwork, Machine                | 6.70 |
| Presser, Hand                              | 6.70 |
| Presser, Machine, Drycleaning              | 6.70 |
| Presser, Machine, Shirts                   | 6.70 |
| Presser, Machine, Wearing Apparel, Laundry | 6.70 |
| Sewing Machine Operator                    | 8.49 |
| Tailor                                     | 9.79 |
| Washer, Machine                            | 7.00 |

**Machine Tool Operation and Repair Occupations**

|                                  |       |
|----------------------------------|-------|
| Machine-Tool Operator (Toolroom) | 16.41 |
| Tool and Die Maker               | 19.81 |

**Material Handling and Packing Occupations**

|  |       |
|--|-------|
| Forklift Operator                            | 11.24 |
| Fuel Distribution System Operator            | 12.80 |
| Material Coordinator                         | 13.46 |
| Material Expediter                           | 13.46 |
| Material Handling Laborer                    | 9.92  |
| Order Filler                                 | 9.83  |
| Production Line Worker (Food Processing)     | 10.49 |
| Shipping Packer                              | 10.67 |
| Shipping/Receiving Clerk                     | 10.67 |
| Stock Clerk (Shelf Stocker; Store Worker II) | 10.71 |
| Store Worker I                               | 8.08  |
| Tools and Parts Attendant                    | 10.49 |

|   |       |
|---|-------|
| Warehouse Specialist                                    | 10.49 |
| <b>Mechanics and Maintenance and Repair Occupations</b> |       |
| Aircraft Mechanic                                       | 15.54 |
| Aircraft Mechanic Helper                                | 11.32 |
| Aircraft Quality Control Inspector                      | 16.56 |
| Aircraft Servicer                                       | 12.80 |
| Aircraft Worker   | 13.70 |
| Appliance Mechanic                                      | 14.49 |
| Bicycle Repairer  | 10.94 |
| Cable Splicer   | 16.69 |
| Carpenter, Maintenance                                  | 14.49 |
| Carpet Layer  | 15.76 |
| Electrician, Maintenance                                | 17.48 |
| Electronics Technician, Maintenance I                   | 14.94 |
| Electronics Technician, Maintenance II                  | 18.44 |
| Electronics Technician, Maintenance III                 | 19.56 |
| Fabric Worker   | 10.60 |
| Fire Alarm System Mechanic                              | 15.54 |
| Fire Extinguisher Repairer                              | 12.80 |
| Fuel Distribution System Mechanic                       | 15.54 |
| General Maintenance Worker                              | 13.70 |
| Heating, Refrigeration and Air Conditioning Mechanic    | 15.91 |
| Heavy Equipment Mechanic                                | 15.37 |
| Heavy Equipment Operator                                | 13.88 |
| Instrument Mechanic                                     | 15.54 |
| Laborer   | 8.21  |
| Locksmith   | 14.65 |
| Machinery Maintenance Mechanic                          | 16.75 |
| Machinist, Maintenance                                  | 15.95 |
| Maintenance Trades Helper                               | 12.04 |
| Millwright  | 17.20 |
| Office Appliance Repairer                               | 14.65 |
| Painter, Aircraft                                       | 14.49 |
| Painter, Maintenance                                    | 14.49 |
| Pipefitter, Maintenance                                 | 17.61 |
| Plumber, Maintenance                                    | 16.47 |
| Pneudraulic Systems Mechanic                            | 15.54 |
| Rigger  | 15.54 |
| Scale Mechanic  | 15.20 |
| Sheet-Metal Worker, Maintenance                         | 15.20 |
| Small Engine Mechanic                                   | 13.70 |
| Telecommunication Mechanic I                            | 15.20 |
| Telecommunication Mechanic II                           | 16.02 |
| Telephone Lineman                                       | 15.54 |
| Welder, Combination, Maintenance                        | 15.20 |
| Well Driller  | 15.54 |
| Woodcraft Worker  | 15.54 |
| Woodworker  | 15.20 |

**Miscellaneous Occupations**

|  |       |
|--|-------|
| Animal Caretaker   | 8.85  |
| Carnival Equipment Operator                                | 10.36 |
| Carnival Equipment Repairer                                | 11.29 |
| Carnival Worker  | 7.14  |
| Cashier  | 7.69  |
| Desk Clerk   | 8.52  |
| Embalmer   | 17.93 |
| Lifeguard  | 9.42  |
| Mortician  | 17.93 |
| Park Attendant (Aide)                                      | 11.84 |
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech)     | 10.04 |
| Recreation Specialist                                      | 13.57 |
| Recycling Worker   | 10.36 |
| Sales Clerk  | 9.34  |
| School Crossing Guard (Crosswalk Attendant)                | 6.61  |
| Sport Official   | 8.73  |
| Survey Party Chief (Chief of Party)                        | 13.68 |
| Surveying Aide   | 12.44 |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 12.55 |
| Swimming Pool Operator                                     | 11.46 |
| Vending Machine Attendant                                  | 9.21  |
| Vending Machine Repairer                                   | 11.46 |
| Vending Machine Repairer Helper                            | 8.25  |

**Personal Needs Occupations**

|                         |       |
|-------------------------|-------|
| Child Care Attendant    | 8.52  |
| Child Care Center Clerk | 12.21 |
| Chore Aid               | 7.05  |
| Homemaker               | 15.61 |

**Plant and System Operation Occupations**

|                                |       |
|--------------------------------|-------|
| Boiler Tender                  | 17.48 |
| Sewage Plant Operator          | 16.66 |
| Stationary Engineer            | 17.48 |
| Ventilation Equipment Tender   | 10.60 |
| Water Treatment Plant Operator | 14.99 |

**Protective Service Occupations**

|                        |       |
|------------------------|-------|
| Alarm Monitor          | 7.99  |
| Corrections Officer    | 12.06 |
| Court Security Officer | 12.06 |
| Detention Officer      | 12.06 |
| Firefighter            | 11.88 |
| Guard I                | 7.15  |
| Guard II               | 8.00  |
| Police Officer         | 14.96 |

**Stevedoring/Longshoremen Occupations**

|                    |       |
|--------------------|-------|
| Blocker and Bracer | 13.67 |
| Hatch Tender       | 13.67 |
| Line Handler       | 13.67 |
| Stevedore I        | 13.28 |
| Stevedore II       | 13.86 |

**Technical Occupations**

|   |       |
|---|-------|
| Air Traffic Control Specialist, Center (2)                    | 28.21 |
| Air Traffic Control Specialist, Station (2)                   | 19.46 |
| Air Traffic Control Specialist, Terminal (2)                  | 21.43 |
| Archeological Technician I                                    | 14.26 |
| Archeological Technician II                                   | 15.95 |
| Archeological Technician III                                  | 19.75 |
| Cartographic Technician                                       | 19.85 |
| Civil Engineering Technician                                  | 17.42 |
| Computer Based Training (CBT) Specialist/ Instructor          | 22.03 |
| Drafter I   | 12.80 |
| Drafter II  | 14.37 |
| Drafter III   | 17.24 |
| Drafter IV  | 19.63 |
| Engineering Technician I                                      | 13.47 |
| Engineering Technician II                                     | 15.12 |
| Engineering Technician III                                    | 16.91 |
| Engineering Technician IV                                     | 18.84 |
| Engineering Technician V                                      | 22.42 |
| Engineering Technician VI                                     | 27.08 |
| Environmental Technician                                      | 16.04 |
| Flight Simulator/Instructor (Pilot)                           | 25.50 |
| Graphic Artist  | 18.52 |
| Instructor  | 19.15 |
| Laboratory Technician   | 16.17 |
| Mathematical Technician                                       | 17.40 |
| Paralegal/Legal Assistant I                                   | 10.91 |
| Paralegal/Legal Assistant II                                  | 14.32 |
| Paralegal/Legal Assistant III                                 | 17.52 |
| Paralegal/Legal Assistant IV                                  | 21.18 |
| Photooptics Technician  | 15.13 |
| Technical Writer  | 19.69 |
| Unexploded (UXO) Safety Escort                                | 17.93 |
| Unexploded (UXO) Sweep Personnel                              | 17.93 |
| Unexploded Ordnance (UXO) Technician I                        | 17.93 |
| Unexploded Ordnance (UXO) Technician II                       | 21.70 |
| Unexploded Ordnance (UXO) Technician III                      | 26.01 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 16.17 |
| Weather Observer, Senior (3)                                  | 17.97 |
| Weather Observer, Upper Air (3)                               | 16.17 |

**Transportation/ Mobile Equipment Operation Occupations**

|                              |       |
|------------------------------|-------|
| Bus Driver                   |       |
| Parking and Lot Attendant    | 12.55 |
| Shuttle Bus Driver           | 7.58  |
| Taxi Driver                  | 10.96 |
| Truckdriver, Heavy Truck     | 9.07  |
| Truckdriver, Light Truck     | 14.84 |
| Truckdriver, Medium Truck    | 10.21 |
| Truckdriver, Tractor-Trailer | 12.75 |
|                              | 14.84 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.



**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*****Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division *approves, modifies, or disapproves* the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the *Wage and Hour decision* to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that *duties requested are not performed by a* classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.